

**Meeting of the Management Development Compensation Committee of the
BRISTOL COUNTY WATER AUTHORITY**

**Wednesday, October 23, 2013
450 Child Street, Warren Office, Warren, RI**

The committee meeting was called to order at 5:30 pm by Director John Jannitto, Committee member Bradford Louison was also in attendance.

Chairman Allan Klepper, Director Frank Sylvia and Executive Director Pamela Marchand were also present.

1. Management Succession Plans

Director Allio explained that BCWA needs a formal succession plan and a travel policy.

Consensus of the Committee was that BCWA did not need formal policies for these two matters. Succession Plan - the Board would hold an emergency meeting and appoint a temporary person. Travel Policy – there is no need for a travel policy.

2. Personnel Evaluations

Executive Director P. Marchand explained Staff's MBO process, which is done yearly.

3. Personnel Compensation/Reward Plans

Employees who receive special recognition would receive a letter which would be placed in their file.

Director Jannitto made the following motion seconded by Director Louison:

MOTION: To adjourn the meeting.

Motion passed unanimously.

The meeting was adjourned at 6:00 pm.

Allan C. Klepper
Chairman